



*Leaders in the Development and Implementation of
Performance-Based Standards*

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(Issaquah, Washington) – Sue Mackey, founder and principal of **The Mackey Group (TMG)** announced today that her firm and the California Prison Industry Authority (PIA) are partnering to develop an innovative approach to reduce offender recidivism in the State of California. TMG, a recognized leader in building partnerships with the business community and academia to create world-class performance based skill standards and related measurement and assessment tools, will launch this new effort aimed at identifying and assessing the skills and abilities of inmates participating in California's prison industry programs.

The California Prison Industry Authority (PIA) was created in 1982 to operate California's prison industries in a manner similar to private industry. The PIA is an inmate work program that provides productive job opportunities for inmates in California's adult correctional institutions to reduce idleness and improve job skills. PIA provides work assignments for over 6,500 inmates and operates over 65 service, manufacturing and agriculture industries at 24 prisons, which produce a variety of goods and services.

"The Prison Industry Authority is pleased to enter this partnership with The Mackey Group, which will assist us in our goal of transitioning inmate workers into private sector employment upon parole. The skills our inmates learn and master in the PIA prison factories, combined with professional education, make them strong candidates for good jobs," said Mike Colwell, Inmate Employability Manager. "Earning a professional credential is recognition that an inmate competency has been validated against a set of private industry standards and this partnership will broaden PIA's efforts."

With recidivism a serious national problem, TMG will assess and track the skills and abilities of each inmate as they enter the industry program and will continue to monitor their performance through to their release to parole. Upon release, each parolee will receive a personal "Employability Portfolio" which will be used to assist the parolee and prospective employer in identifying the skills, abilities and knowledge acquired while participating in the prison industry work program. Prospective employers will also be able to identify individual motivation and competency levels based upon the offender's demonstrated work history while enrolled in the program. The Employability Portfolio will also provide the parolee and any job placement

facility with a list of transferable skills and to identify industries with like kind skill requirements for placement.

"Attacking the problem during incarceration and upon release with the ultimate confidence builder, the acquisition of skills and the ability to demonstrate competence is a deterrent to re-offending," said Sue Mackey founder of The Mackey Group. "We look forward to the opportunity to assess prison industry skill standards against those of private industry. This is necessary to ensure that each inmate is learning the appropriate skills required by private industry in order to provide that they enter the workforce fully equipped with the skills necessary to succeed."

"Our mission at the Mackey Group and PIA is to provide industry with the means to successfully develop and implement performance based skill standards into their corporate culture. The Mackey Group guarantees increased productivity, enhanced profitability and improved employee morale with the effective implementation of performance based standards in to the workplace. As such, we are excited about the opportunity to partner with the California Prison Industry Authority as we work to develop performance based skill standards for each inmate enrolled in the industry work program." said Laura Tonkin principal at The Mackey Group. "We are committed to this program and look forward to building a model of success for highly trained, multi-skilled inmates who wish to seek productive employment upon their release from prison."

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Sue Mackey is founder and principal of The Mackey Group, which is recognized regionally and nationally for its vision and proactive work in the development and implementation of skill-based industry standards-addressing the needs of the business community and academia. Ms. Mackey lectures and conducts workshops on adapting and proacting to change; creating win/win partnerships; transference of skills and managing conflict and confusion in the work environment. She conducts forums and produces training materials toward developing a more efficient and productive employer/employee relationship.

Sue Mackey has authored two soon to be released books, Take That Job and Make It Work, a book on how to develop performance and skill standards, including assessment and measurement tools. The second book, Success and Life Skills, a step-by-step instruction book on how to acquire and utilize a host of foundation skills not taught in an academic setting.